APPENDIX A

AGENDA

8:00 am	Open prayer from the Holy Qoran Introduction of participants/programs Review of the workshop's mission and objectives.
8:30 am	Nancy Dupree, Introduction of Workshop
9:30 am	Divide into groups, facilitator overview of specific issue, group discussion using objectives as a guideline
10:30 am	Tea break
11:00 am	Resume discussion and prepare summary for large group presentation
12:00 pm	Lunch
1:00 pm	Summary preparation continued
3:00	Small group presentations Conclusions

APPENDIX B

Workshop Participants:

IRC Women's English Language Program (WELP)
IRC Women's Public Administration (WPA)
IRC Women's Health Educator Trainers Program (WHETP)
IRC Mother Child Center (MCC)
IRC Lycee Malalai Secondary School
IRC Hangu Maternal Child Health Program (MCH)
IRC Female Health Worker Program (FHW)
IRC Self-Reliance Program (SRP)
IRC Journalism Program
ACBAR Information Resource Center (ARIC)

Discussion Groups List

Group 1 - Education

Naheed - facilitator WPA
Nazifa MCC
Najiba Lycee Malalai
Saeeda Hangu MCH
Jamila WPA

Group 2 - Protection and Employment

Atifa - facilitator WHETP
Shaima - facilitator SRP
Mrs. Majid - SRP
Partimina - WPA

Group 3 - Culture and Health

Qamar - facilitator WELP
Munawar - facilitator Hangu MCH
Hofsa WELP
Suriya WHETP
Nasereen MCC
Roqia WHETP

Group 4

Bobbi C. - facilitator IRC - Main Office
Rachel WPA
Jennie WHETP
Jum Hangu
Alexia SRP
Bryce MCC
Gayle Journalism
Nancy Dupree ARIC
Judy Mayott IRC Women's Commission for Refugee Women and Children

IRC WOMEN'S PROGRAMS WORKSHOP
24 MAY, 1990

INTRODUCTION

In February 1990, IRC Pakistan received from IRC New York, a guide that was written by the International NGO Working Group on Refugee Women called Working With Refugee Women: A Practical Guide. The guide was developed following a meeting of 150 women (1/3 Refugee Women, the remainder from NGO's and UN agencies), in Geneva in 1988 to share and discuss their experiences working with refugee women. It provides an insight into the situation of refugee women, case studies and recommendations in five specific areas:

- Protection
- Health
- Employment/Development
- Education
- Cultural adjustment

The female staff who work in IRC women's programs have not met in the past specifically to discuss their experiences working with Afghan refugee women. It seemed time to do so, especially since programs are continually developing and expanding, and focus on two distinct groups, urban and rural women. A workshop was planned using the book as a guide to discuss the five specific areas. A comfortable, informal atmosphere was provided for the workshop which was conducive to discussing the issues openly.

IRC wishes to thank the participants of the workshop who generously contributed their knowledge and experiences; with a special acknowledgement to Nancy Dupree, Director of ARIC (ACBAR Information Resource Center) and expert on Afghanistan and Afghan women; and Judy Mayott, member of the IRC Women's Commission for Refugee Women and Children.

MISSION STATEMENT: To increase awareness on problems faced internationally by Refugee Women; including protection, health, employment/development, education and cultural adjustment issues.

OBJECTIVES:

-Establish needs with these issues for Refugee Women worldwide

-Establish needs specific to the Afghan women's situation

-IRC's role in addressing these issues

-Future role of Women's Programs in the community

INTRODUCTION OF WOMEN'S WORKSHOP
by
NANCY DUPREE

Afghan women are dynamic because both urban and rural women, each in their own way, achieve a sense of self esteem through:

1. a sense of security
2. a sense of accomplishment
3. respect from those around them

Instead of recognizing their strengths, many program planners today mistakenly consider Afghan women not only incapable, but even unwilling to engage in activities outside their homes. Nothing could be further from the truth.

Successful programs can result if the women themselves are given opportunities to identify their own needs and decide themselves how they may best meet their needs in all phases (sectors) of their lives. To provide these opportunities each program should rest on three interconnecting building blocks:

BLOCK I	BLOCK II	BLOCK III
Identification	Sectors	Implementation
1. women's special needs	1. protection	1. mobilization of talent
2. adequate data collection	2. health	2.decision making by participants
3. appropriate programs	3. educationXfor future needs	3. cooperation with other programs
4. initial involvement women	4. economics	4. long term planning
5. Participation of women with commitment	5. cultural	5. advocacy-women must speak for themselves

The key to successful programming is the involvement of committed women in decision-making at every stage of programme building, from the initial planning of what needs to be done for whom and how.

WORKSHOP PROCEDURE

PROCESS: Five facilitators were appointed to discuss generally one of the five topics pertaining to refugee women internationally in small groups as is discussed in Working With Refugee Women. They lead and facilitated a discussion on how their issue pertains to Afghan refugee women. The small groups presented the results of their discussion to the larger group. The following questions were answered for each topic:

- What are the needs of refugee women worldwide on this issue?
- What are the specific needs of Afghan women refugee on this issue?
- What is IRC's current role in addressing this issue?
- What can be the future role of women's programs in addressing this issue?
- What are some activities IRC's women's programs can do to maintain contact with each other? (generally, not topic specific)

SUMMARY OF GROUP PRESENTATIONS

I. Needs of Refugee Women Worldwide

Employment/Development

-Employment opportunities,i.e. small trade projects

-Training programs for developing professional skills

-Basic educational programs aimed at the uneducated

-Opportunities to complete secondary education

Health

-Nutrition education and proper food distribution

-Services for gynecological and mental health problems

-Special assistance for torture victims

-Assistance to relieve the overworked

-Education and services for child spacing

-Safe and proper water and sanitation services

Education

-Educated women to implement programs for the uneducated

Protection

-Guaranteed by the host country

-Favorable conditions for education, training, and employment according to the women's culture and religious differences

Cultural Adaptation

-The language and geography of the host country is not known

-Difficulties finding employment

-Low literacy rate

-Mental stress from leaving home, no class recognition in the host country

-Professional qualifications not recognized in host country

II. Specific Needs of Afghan Women

Employment /Development

-Training and development programs for women and widows which are culturally accepted

-Employment for educated women

-Availability of nurseries

-Scholarship programs in Pakistan

Health

-Health education and nutrition, antenatal care and child spacing

-Improve vaccination coverage for tetanus

-Services for mental health and gynecological problems

-Involvement and support of community leaders to improve health services for women

Education

-Education courses that will are acceptable to the Afghan culture; for example teaching literacy using the Holy Koran

-Formal and informal education programs for working women

-Special stipends or loans for widows so they can attend courses

-Day care centers for the students' children

Protection

-Protection from the Government of Pakistan and the United Nations

-Education programs to help Afghan women protect herself

-Any host country or western country should respect the culture and religion of Afghan women and not discriminate them if they wish to wear the veil.

Cultural Adaptation

-Lack of a proper place to live and respect of the Afghan culture

-Religious prejudice against Afghans

-Pakistan language and customs are unfamiliar

III. Role of IRC Programs for Afghan Women (current)

Employment/Development

-Implementation of training programs: handicrafts, agriculture and chicken/widow program

Health

-Primary Health Care services including MCH, ante-natal, postnatal, vaccination, outreach programs, health education and Female Health Worker Training

Education

-1 secondary school, 9 primary schools, 50 mixed (boys and girls) primary classes, 5 higher education programs,(this is NOT enough)

Protection

-IRC offers logistical support for transportation and security measures for the buildings, but it is not sufficient

Cultural Adaptation

-The IRC programs are culturally sensitive to Afghan women.

IV. Role of IRC Programs for Afghan Women (future)

<u>Employment and development</u>

-Expand training opportunities

-Search for the appropriate market for a handicraft program

<u>Health</u>

-Training in professional levels

-Increase health education, esp. in nutrition

-Strengthen MCH and express need for such facilities inside Afghanistan

-Extend services for the disabled women

-Assess mental health needs

-Allow for more child spacing services

<u>Education</u>

-IRC should establish a University for Afghan women. If not, then IRC should buy seats at the Peshawar University for Women. (Comment: If this had been done ten years ago, there would now be more educated women to start programs for the uneducated.)

-Establish teacher training centers for master trainers and teachers, in all sectors.

-All courses should be culturally and religiously accepted

-Kindergartens should be established for all of the IRC female staff.

<u>Protection</u>

-IRC should increase the education programs

-IRC should try to find out where the threats originate.

V. Communication with in IRC Programs

-Continue meetings with IRC women's programs: form a working group

-Share quarterly reports

-Visit each others program

V. Summary of Group # 4 (Expatriates)

Group #4 discussed each of the five issues briefly. The group then focused on the role the expatriate should have in regards to the Women's Programs.

Role of the Expatriate

- Respect and support Afghan women for their culture and religion, do not force them to change

- Accept the considerations that exist in implementing a program (i.e., segregation, security needs, etc.)

- Offer technical assistance and tools to the staff so they can decide how to develop, plan and evaluate their program

Needs in the Future for IRC Programs

- Female Afghan Master Teacher Trainers and Teacher Trainers

- Female Afghan health professionals

- Information regarding acceptance of female Afghans in the Pakistan Universities

- Develop a Working Group to continue the communication between programs

CONCLUSION AND COMMENTS

The participants of the workshop stated that they enjoyed it very much. This was the first opportunity they have had to meet and discuss refugee women's issues. The information presented from the Guide helped them understand the problems and issues facing millions of refugee women all over the world; some very different, and some quite similar to their own.

For each issue, the women expressed that **education** was the key to helping Afghan women adjust in Pakistan, and preparing them for the return home. If more courses for informal and formal education were available, then Afghan women would have the opportunity to increase self esteem that was lost when they were forced to leave Afghanistan. If educated, the Afghan refugee women would be able to:

Protect herself;
Find employment;
Become teachers to teach uneducated Afghan women;
Develop their own culturally acceptable programs;
Be able to take care of their own health and their family's, as they would understand the importance of health education.

It was agreed that the sessions should continue, starting first with the IRC programs, then hopefully expanding to reach other Afghan women's programs in the community. A meeting will be organized to form a Working Group in the near future. The Working Group will be responsible for formulating its own purpose and objectives.

It is hoped that the integration of IRC's women's programs will strengthen them, and make them more successful in meeting the needs of the rural and urban Afghan Refugee Women living in Pakistan.

IRC WOMEN'S PROGRAMS WORKSHOP

PESHAWAR, PAKSITAN

24 MAY 1990